



# महाराष्ट्र शासन राजपत्र

## भाग एक-ल

वर्ष १, अंक ५]

गुरुवार ते बुधवार, मार्च ५-११, २०१५/फाल्गुन १४-२०, शके १९३६

[पृष्ठे ६४, किंमत : रुपये २३.००

### प्राधिकृत प्रकाशन

(केंद्रीय) औद्योगिक विवाद अधिनियम व मुंबई औद्योगिक संबंध अधिनियम यांखालील  
(भाग एक, चार-अ, चार-ब आणि चार-क यांमध्ये प्रसिद्ध केलेल्या अधिसूचना, आदेश व निवाडे यांव्यतिरिक्त)  
अधिसूचना, आदेश व निवाडे.

### BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Liquor Industry.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in Liquor Industry in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

#### Schedule I

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2002	543	514	470	510	485	486	481	511	493	485
Feb., 2002	550	517	466	510	483	489	479	507	497	483
Mar., 2002	553	520	461	516	480	491	476	511	498	486
Apl., 2002	554	521	466	518	479	491	477	508	501	480
May, 2002	555	530	469	521	482	495	485	508	508	481
June, 2002	558	531	471	521	486	499	484	511	512	484

A. A. MAPKAR,

Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Liquor Industry.—Whereas the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the cost of living index number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Liquor Industry in the State of Maharashtra (hereinafter referred to as the Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2002	543	514	470	510	485	486	481	511	493	485
Feb., 2002	550	517	466	510	483	489	479	507	497	483
Mar., 2002	553	520	461	516	480	491	476	511	498	486
Apl., 2002	554	521	466	518	479	491	477	508	501	480
May, 2002	555	530	469	521	482	495	485	508	508	481
June, 2002	558	531	471	521	486	499	484	511	512	484

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA.1095/(7872)/Lab-7, dated the 11th January 1999 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living index number for Ten Centres of 407 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month/Day
(1)	(2)	(3)	(4)
1	I	One	3.50
2	II	One	3.50
3	III	One	3.50
4	IV	—	—

*Explanation.*—For the purpose of this notification, Zones I, II, III and IV shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.1095/(7872)/Lab-7, dated the 11th January 1999.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No.MWA.1095/(7872)/Lab-7, dated the 11th January 1999. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2002 to 31st December 2002 at the rates mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	329.00 p. m.
2	II	329.00 p. m.
3	III	329.00 p. m.
4	IV	_____

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Laundry Industry.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in Laundry Industry (hereinafter referred to as the said Scheduled employment) the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(converted in 1982=100 base)	
January, 2002	543
February, 2002	555
March, 2002	553
April, 2002	554
May, 2002	555
June, 2002	558

A. A. MAPKAR,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Laundry Industry.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the cost of living index number as shown in column (2) of the Schedule-I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Laundry Industry (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Schedule employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2002	543
February, 2002	550
March, 2002	553
April, 2002	554
May, 2002	555
June, 2002	558

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA-5292/7429/Lab-7, dated the 26th June 1993 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July the average of each the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 262 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this notification, Zones I, II, and III shall respectively, mean Zones I, II, and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.5292/7429/Lab-7 dated the 26th June 1993.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.5292/7429/Lab-7, dated the 26th June 1993. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2002 to 31st December 2002 at the rates mentioned in column (3) of the said Schedule III

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	1116.50 p. m.
2	II	1116.50 p. m.
3	III	1116.50 p. m.
4	IV	_____
5	V	_____

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Optical Frame.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in manufacturing of Optical Frame (hereinafter referred to as the said Scheduled employment) the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2002	543
February, 2002	550
March, 2002	553
April, 2002	554
May, 2002	555
June, 2002	558

A. A. MAPKAR,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Optical Frame.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the cost of living index number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in manufacturing of Optical Frame (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Schedule employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(converted in 1982=100 base)	
January, 2002	543
February, 2002	550
March, 2002	553
April, 2002	554
May, 2002	555
June, 2002	558

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.6292/7380/(7286)/Lab-7, dated the 29th November 1994 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July the average of each the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 267 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	2.60
2	II	One	2.60
3	III	—	—
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this notification, Zones I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.6292/7380/Lab-7, dated the 29th November 1994.



Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.6292/7380/Lab-7, dated the 29th November 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2002 to 31st December 2002 at the rates mentioned in column (3) of the said Schedule III

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	741.00 p. m.
2	II	741.00 p. m.
3	III	_____
4	IV	_____
5	V	_____

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Oil Mill.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in Oil Mill (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in Column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2002	543	514	470	510	485	486	481	511	493	485
Feb., 2002	550	517	466	510	483	489	479	507	497	483
Mar., 2002	553	520	461	516	480	491	476	511	498	486
Apr., 2002	554	521	466	518	479	491	477	508	501	480
May, 2002	555	530	469	521	482	495	485	508	508	481
June, 2002	558	531	471	521	486	499	484	511	512	484

A. A. MAPKAR,

Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Oil Mill.—Whereas the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the cost of living index number as shown in column (2) to (11) of the Schedule-I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Oil Mill (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2002	543	514	470	510	485	486	481	511	493	485
Feb., 2002	550	517	466	510	483	489	479	507	497	483
Mar., 2002	553	520	461	516	480	491	476	511	498	486
Apr., 2002	554	521	466	518	479	491	477	508	501	480
May, 2002	555	530	469	521	482	495	485	508	508	481
June, 2002	558	531	471	521	486	499	484	511	512	484

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.1098/373/Lab-7, dated the 5th March 2001 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living index number for Ten centres of 445 and also to determine for every such rise of one point the Special Allowance (Payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month/Day
(1)	(2)	(3)	(4)
1	I	One	3.50
2	II	One	3.50
3	III	One	3.50
4	IV	—	—

*Explanation.*—For the purpose of this notification, Zones I, II, III and IV shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.1098/373/Lab-7, dated the 5th March 2001.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.1098/373/Lab-7, dated the 5th March 2001. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2002 to 31st December 2002 at the rates mentioned in column (3) of the said Schedule III

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	196.00 p. m.
2	II	196.00 p. m.
3	III	196.00 p. m.
4	IV	_____

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Paper & Paper Board.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in Paper & Paper Board manufacturing (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months		Mumbai Index Number (New Series)
(1)	(converted in 1982=100 base)	(2)
January, 2002		543
February, 2002		550
March, 2002		553
April, 2002		554
May, 2002		555
June, 2002		558

A. A. MAPKAR,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Paper & Paper Board.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act), ascertained and declared the cost of living index number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Paper & Paper Board manufacturing (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2002	543
February, 2002	550
March, 2002	553
April, 2002	554
May, 2002	555
June, 2002	558

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.5692/7401/Lab-7, dated the 7th July 1993 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and the ascertain in the rise of such average over Mumbai City Index Number of 265 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto, at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85
2	II	One	3.85
3	III	—	—
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.5692/7401/Lab-7, dated the 7th July 1993.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.5692/7401/Lab-7, dated the 7th July 1993. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July 2002 to 31st December 2002 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	1116.50 p. m.
2	II	1116.50 p. m.
3	III	_____
4	IV	_____
5	V	_____

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Plastic.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in any Industry in which process of transforming plastic into various solid shapes through moulding forming extrusion or casting by application the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(converted in 1960 base)	
January, 2002	543
February, 2002	550
March, 2002	553
April, 2002	554
May, 2002	555
June, 2002	558

A. A. MAPKAR,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.



**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Plastic.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as the said Act), ascertain and declared the cost of living index number as shown in column (2) of the Schedule-I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in any Industry in which process of transforming plastic into various solid shapes through moulding forming extrusion or casting by application in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2002	543
February, 2002	550
March, 2002	553
April, 2002	554
May, 2002	555
June, 2002	558

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.5292/7298/Lab-7, dated the 10th March 1993 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and the ascertain in the rise of such average over Mumbai City Index Number of 262 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85
2	II	One	3.85
3	III	—	—
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this notification, Zones I, II and III shall respectively, mean Zone I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.5292/7298/Lab-7, dated the 10th March 1993.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.5292/7298/Lab-7, dated the 10th March 1993. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2002 to 31st December 2002 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	1116.50 p. m.
2	II	1116.50 p. m.
3	III	_____
4	IV	_____
5	V	_____

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Paints & Varnishes.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in any industry manufacturing paints & varnishes (hereinafter referred to as the said Scheduled employment) the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2002	543
February, 2002	550
March, 2002	553
April, 2002	554
May, 2002	555
June, 2002	558

A. A. MAPKAR,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Paints & Varnishes.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the cost of living index number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in any Industry manufacturing Paints & Varnishes (hereinafter referred to as the said Schedule employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2002	543
February, 2002	550
March, 2002	553
April, 2002	554
May, 2002	555
June, 2002	558

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.6292/7342/Lab-7, dated the 21st August 1993 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 248 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this notification, Zones I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.6292/7342/Lab-7, dated the 21st August 1993.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.6292/7342/Lab-7, dated the 21st August 1993. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2002 to 31st December 2002 at the rates mentioned in column (3) of the said Schedule III

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	1170.40 p.m.
2	II	1170.40 p.m.
3	III	1170.40 p.m.
4	IV	_____
5	V	_____

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Poha, Murmura, Churmura and Kurmura.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984, the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in Industries manufacturing flattened purched Rice (Poha), Murmura, Churmura and Kurmura from paddy or rice including mirca mica (Bharda) and Harda from Maize (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Aurangabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Jan., 2002	543	514	470	510	485	486	481
Feb., 2002	550	517	466	510	483	489	479
Mar., 2002	553	520	461	516	480	491	476
Apr., 2002	554	521	466	518	479	491	477
May, 2002	555	530	469	521	482	495	485
June, 2002	558	531	471	521	486	499	484

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Poha, Murmura, Churmura and Kurmura.—Whereas the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the cost of living index number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Industries manufacturing flattened purched Rice (Poha), Murmura, Churmura and Kurmura from paddy or rice including mirca mica (Bharda) and Harda from Maize (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Aurangabad Index Index	Nanded Index Number	Nagpur Index Number	Solapur Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Jan., 2002	543	514	470	510	485	486	481
Feb., 2002	550	517	466	510	483	489	479
Mar., 2002	553	520	461	516	480	491	476
Apr., 2002	554	521	466	518	479	491	477
May, 2002	555	530	469	521	482	495	485
June, 2002	558	531	471	521	486	499	484

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA.9692/7324/Lab-7, dated the 1st February 1994 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living index number for Seven Centres of 260 and also to determine or every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule II :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month/Day
(1)	(2)	(3)	(4)
			Rs.
1	I	One	2.60
2	II	One	2.60
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.9692/7324/Lab-7, dated the 1st February 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.9692/7324/Lab-7, dated the 1st February 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2002 to 31st December 2002 at the rates mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	629.20 p. m.
2	II	629.20 p. m.
3	III	_____
4	IV	_____

A. A. MAPKAR,

Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.



**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Powerloom Industry.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in Powerloom Industry (hereinafter referred to as the said Scheduled employment) the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2002	2780
February, 2002	2816
March, 2002	2831
April, 2002	2836
May, 2002	2842
June, 2002	2857

A. A. MAPKAR,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Powerloom Industry.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification, Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the cost of living index number as show in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Powerloom Industry (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2002	2780
February, 2002	2816
March, 2002	2831
April, 2002	2836
May, 2002	2842
June, 2002	2857

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.5084/6027/Lab-7, dated the 10th January 1986 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each the said cost of living Index number declared by it for the said six months and the ascertain in the rise of such average over Mumbai City Index Number of 184 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which employees who are paid more than Rs. 184 on basic wages such average has been calculated as aforesaid) payable to the employees in the said Schedule employment in the Zone specified in column (2) of the Schedule II appended hereto, at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	1.00
2	II	One	1.00
3	III	One	1.00
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this notification, Zones I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.5084/6027/Lab-7, dated the 10th January 1986.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.5084/6027/Lab-7, dated the 10th January 1986. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2002 to 31st December 2002 at the rate of mentioned in column (3) of the said Schedule III

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	2643.00 p.m.
2	II	2643.00 p.m.
3	III	2643.00 p.m.
4	IV	_____
5	V	_____

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Powerloom Industry.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in Powerloom Industry (hereinafter referred to as the said Scheduled employment) the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(converted in 1960 base)	
January, 2002	2780
February, 2002	2816
March, 2002	2831
April, 2002	2836
May, 2002	2842
June, 2002	2857

A. A. MAPKAR,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Powerloom Industry.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the cost of living index number as show in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Powerloom Industry (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Schedule employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2002	2780
February, 2002	2816
March, 2002	2831
April, 2002	2836
May, 2002	2842
June, 2002	2857

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.5084/6027/Lab-7, dated the 10th January 1986 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and the ascertain in the rise of such average over Mumbai City Index Number of 184 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which employees who are paid less than Rs. 184 on basic wages such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto, at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	0.70
2	II	One	0.70
3	III	One	0.70
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this notification, Zones I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.5084/6027/Lab-7, dated the 10th January 1986.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.5084/6027/Lab-7, dated the 10th January 1986. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2002 to 31st December 2002 at the rates mentioned in column (3) of the said Schedule III

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	1850.10 p.m.
2	II	1850.10 p.m.
3	III	1850.10 p.m.
4	IV	_____
5	V	_____

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Printing Press.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in any Industry in which any process of printing by letter press, Lithography, Photographer or other similar works incidental to such process of book binding the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2002	12343
February, 2002	12503
March, 2002	12570
April, 2002	12592
May, 2002	12618
June, 2002	12685

A. A. MAPKAR,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Printing Press.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the cost of living index number as shown in column (2) of the Schedule-I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in any Industry in which any process of Printing by letter press, Lithography, Photographer or other similar works or work incidental to such process of book binding in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(converted in (1934=100) base)	
January, 2002	12343
February, 2002	12503
March, 2002	12570
April, 2002	12592
May, 2002	12618
June, 2002	12685

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA.2683/5364/Lab-7, dated the 16th May 1983 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July the average of each the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 1000 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	Five	1.25
2	II	Five	1.10
3	III	Five	1.00
4	IV	Five	0.95
5	V	—	—

*Explanation.*—For the purpose of this notification, Zones I, II, III shall respectively mean Zones I, II, III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.2683/5364/Lab-7, dated the 16th May 1983.



Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.2683/5364/Lab-7, dated the 16th May 1983. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2002 to 31st December 2002 at the rate of mentioned in column (3) of the said Schedule III

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	2887.50 p.m.
2	II	2541.00 p.m.
3	III	2310.00 p.m.
4	IV	2194.50 p.m.
5	V	_____

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Public Motor Transport.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in the Industry engaged in Public Motor Transport (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2002	543	514	470	510	485	486	481	511	493	485
Feb., 2002	550	517	466	510	483	489	479	507	497	483
Mar., 2002	553	520	461	516	480	491	476	511	498	486
Apl., 2002	554	521	466	518	479	491	477	508	501	480
May, 2002	555	530	469	521	482	495	485	508	508	481
June, 2002	558	531	471	521	486	499	484	511	512	484

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Public Motor Transport.—Whereas the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the cost of living index number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in the employment in the Industry engaged in Public Motor Transport (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2002	543	514	470	510	485	486	481	511	493	485
Feb., 2002	550	517	466	510	483	489	479	507	497	483
Mar., 2002	553	520	461	516	480	491	476	511	498	486
Apl., 2002	554	521	466	518	479	491	477	508	501	480
May, 2002	555	530	469	521	482	495	485	508	508	481
June, 2002	558	531	471	521	486	499	484	511	512	484

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA.1096/CR-100/Lab-7, dated the 3rd April 2001 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said Six months and to ascertain in the rise of such average over the average of the averages of the cost of living index number for ten Centres of 445 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month/Day
(1)	(2)	(3)	(4)
1	I	One	3.50
2	II	One	3.50
3	III	One	3.50
4	IV	—	—

*Explanation.*—For the purpose of this notification, Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.1096/CR-100/Lab-7, dated the 3rd April 2001.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.1096/CR-100/Lab-7, dated the 3rd April 2001. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2002 to 31st December 2002 at the rate of mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	196.00 p.m.
2	II	196.00 p.m.
3	III	196.00 p.m.
4	IV	_____

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Readymade Garments.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in manufacturing readymade garments or its accessories (excluding hosiary articles & tailoring establishments) (hereinafter referred to as the said scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2002	543	514	470	510	485	486	481	511	493	485
Feb., 2002	550	517	466	510	483	489	479	507	497	483
Mar., 2002	553	520	461	516	480	491	476	511	498	486
Apr., 2002	554	521	466	518	479	491	477	508	501	480
May, 2002	555	530	469	521	482	495	485	508	508	481
June, 2002	558	531	471	521	486	499	484	511	512	484

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 22nd October 2001

No. MWA/SPL/Readymade Garments.—Whereas the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the cost of living index number as show in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in manufacturing readymade garments or its accessories (excluding hosiary articles & tailoring establishments) (hereinafter referred to as the said scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2002	543	514	470	510	485	486	481	511	493	485
Feb., 2002	550	517	466	510	483	489	479	507	497	483
Mar., 2002	553	520	461	516	480	491	476	511	498	486
Apr., 2002	554	521	466	518	479	491	477	508	501	480
May, 2002	555	530	469	521	482	495	485	508	508	481
June, 2002	558	531	471	521	486	499	484	511	512	484

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.4693/7617/Lab-7, dated the 18th October 1994 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living index number for ten centres of 269 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	—	—

*Explanation.*—For the purpose of this notification, Zones I, II, III and IV shall respectively means Zones I, II and III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.4693/7617/Lab-7, dated the 18th October 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.4693/7617/Lab-7, dated the 18th October 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule-III, appended hereto in relation to six months commencing on the 1st day of July 2002 to 31st December 2002 at the rates mentioned in column (3) of the said Schedule III

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance payable)
(1)	(2)	(3)
		(Rs.)
1	I	893.00 p. m.
2	II	893.00 p. m.
3	III	893.00 p. m.
4	IV	————

A. A. MAPKAR,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

पुढील अधिसूचना इत्यादी असाधारण राजपत्र म्हणून त्यांच्यासमोर दर्शविलेल्या दिनांकांना प्रसिद्ध झालेल्या आहेत :—

१३३

शुक्रवार, नोव्हेंबर १, २०१३/कार्तिक १०, शके १९३५

### उद्योग, ऊर्जा व कामगार विभाग

मंत्रालय, मुंबई ४०० ०३२, दिनांक १ नोव्हेंबर २०१३

### अधिसूचना

#### महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१.

क्रमांक एसजीए. २०१३/प्र.क्र. ३१८/कामगार-५.—ज्याअर्थी, ज्यांची नावे यासोबत जोडलेल्या अनुसूची एक च्या स्तंभ (२) मध्ये नमूद केलेली आहेत अशा विवक्षित सुरक्षा रक्षकांना (यात यापुढे ज्यांचा उल्लेख “उक्त सुरक्षा रक्षक” असा करण्यात आला आहे), उक्त अनुसूची एकच्या स्तंभ (४) मध्ये नमूद केलेल्या मुख्य मालकांकडे कामावर ठेवलेले आहे, अशा मे. ब्रिस्क फॅसिलिटीज प्रा. लि., पुणे, मालक (१) श्री. अशोक जयसिंग चांदगुडे, (२) श्री. उमेश गंगाराम चांदगुडे, (३) चंद्रकांत मधुकर गायकवाड व (४) श्री. विकास हरीभाऊ जावंधीया यांनी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ (१९८१ चा महाराष्ट्र ५८) याच्या कलम २३ अन्वये, उक्त अधिनियमाच्या सर्व तरतुदी आणि महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ (यात यापुढे ज्याचा उल्लेख “उक्त योजना” असा करण्यात आला आहे) यांच्या अंमलबजावणीतून सूट मिळण्यासाठी अर्ज केला आहे ;

आणि ज्याअर्थी, सल्लागार समितीशी विचारविनिमय केल्यानंतर व उक्त सुरक्षा रक्षकांना मिळत असलेल्या लाभांची पडताळणी केल्यानंतर, त्यांना मिळत असणारे लाभ हे उक्त अधिनियमाद्वारे व त्या अधिनियमान्वये आणि उक्त योजनेद्वारे व तदन्वये तरतूद केलेल्या लाभांपेक्षा एकंदरीत पाहता कमी फायदेशीर नाहीत, असे महाराष्ट्र शासनाचे मत झालेले आहे ;

त्याअर्थी, आता, महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ याच्या कलम २३ अन्वये प्रदान केलेल्या अधिकारांचा वापर करून महाराष्ट्र शासन याद्वारे उक्त अधिनियमाच्या व उक्त योजनेच्या सर्व तरतुदींच्या अंमलबजावणीतून उक्त खाजगी सुरक्षा रक्षकांना, यासोबत जोडलेल्या अनुसूची-दोनमध्ये विनिर्दिष्ट केलेल्या शर्तीच्या अधीन राहून, **राजपत्रात** ही अधिसूचना प्रसिद्ध केल्याच्या दिनांकापासून तीन वर्षांच्या कालावधीसाठी सूट देत आहे.



अनुसूची १

अ.क्र. (१)	सुरक्षा रक्षकांचे नाव (२)	वर्ग (३)	मुख्य मालकाचे नाव व पत्ता (४)
१.	श्री. निलेश बापूसाहेब नरके	सुरक्षा रक्षक	मे. मेकअल्टे इंडिया प्रा. लि., प्लॉट नं. १,
२.	श्री. रामदास महादू दरेकर	सुरक्षा रक्षक	गेट नं. ३३, ६३/६४, तळेगाव ढमढेरे, ता. शिरूर,
३.	श्री. भगवान मुरलीधर पिंगळे	सुरक्षा रक्षक	जि. पुणे.
४.	श्री. अनिल वनसिंग ढवळे	सुरक्षा रक्षक	

**टीप.**—महाराष्ट्र शासन या सुरक्षा रक्षकांबाबत कोणत्याही प्रकारची हमी घेत नाही. मुख्य मालक स्वतःच्या जबाबदारीवर सुरक्षा रक्षकांना कामे देऊ शकतात.

## अनुसूची २

## मालक एजन्सीने व मुख्य मालकांनी पाळावयाच्या शर्ती

१. **पोलीस तपासणी.**— सुरक्षा रक्षकांच्या तसेच एजन्सीच्या मालकांच्या पूर्वइतिहासाबाबत पोलीस पडताळणी दाखला तसेच एजन्सीकडे केंद्र शासनाच्या खाजगी सुरक्षा रक्षक (नियमन) कायदा, २००५ अंतर्गत परवाना असणे आवश्यक असेल.

२. **प्रशिक्षण.**— सुरक्षा रक्षकांना नियुक्त करण्यापूर्वी पुरेसे प्रशिक्षण देणे आवश्यक असेल.

३. **शैक्षणिक, शारीरिक आणि इतर पात्रता.**— सुरक्षा रक्षकांची शैक्षणिक व शारीरिक पात्रता पुढीलप्रमाणे असेल :—

**किमान शैक्षणिक पात्रता.**— इयत्ता ८ वी उत्तीर्ण.

**शारीरिक पात्रता.**— (अ)(१) उंची - १६२ सें.मी.

(२) वजन - ५० किलो

(३) छाती - न फुगवता - ७९ सें.मी.

फुगवून - ८४ सें.मी.

(४) नजर - दृष्टी चष्मा असल्यास नंबर जास्त नसावा.

(ब) आदिवासी उमेदवारांना उंचीमध्ये ५ सें.मी. व छातीमध्ये २ सें.मी. ची सवलत देण्यात यावी.

४. **लाभ.**— सुरक्षा रक्षकांना पुढील लाभ मिळतील :—

(अ) गणवेश प्रत्येक वर्षाला २ जोड.

(ब) चामडी बूट प्रत्येक वर्षात १ जोड.

(क) पावसाळी व हिवाळी गणवेश— (२ वर्षांतून एकदा) रेनकोट, ट्राऊझर, टोपी, वूलन कोट व पॅट.

५. **वेतन व इतर कायदेशीर सवलती.**— सूट दिलेल्या सुरक्षा रक्षकाने राष्ट्रीयीकृत बँकेमध्ये आपले खाते उघडावे व मालक एजन्सीने मुख्य मालकाकडे तैनात केलेल्या सुरक्षा रक्षकांच्या देय वेतनाच्या रकमेइतका रेखांकित धनादेश ७ तारखेपर्यंत वैयक्तिकरित्या सुरक्षा रक्षकास द्यावा. सुरक्षा रक्षकास दिलेल्या वेतनाबाबतचे सविस्तर तपशील नमुना “क” मधील विवरणपत्रामध्ये भरून सुरक्षा रक्षक मंडळास दर महिन्याच्या १० तारखेपर्यंत पाठवावे. मालक एजन्सीने खाली दर्शविल्याप्रमाणे लाभ सुरक्षा रक्षकांना द्यावेत :—

सानुग्रह अनुदान : वेतनाच्या १० टक्के

उपदान : वेतनाच्या ४ टक्के

भरपगारी रजा : वेतनाच्या ६ टक्के

भरपगारी सुट्टी : वेतनाच्या १ टक्का

सुरक्षा रक्षकांना लागू असलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजना यांच्या वजाती मालक एजन्सीने परस्पर संबंधित प्राधिकरणाकडे जमा कराव्यात आणि त्यांचे चलन माहितीसाठी मंडळास सादर करावे. मालक एजन्सीने भरणा केलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजनेच्या वजातीबाबतच्या पावत्या/चलन सुरक्षा रक्षकांना नियमितपणे देऊन त्या संदर्भातील एकत्रित तपशील शासनास, कामगार आयुक्त कार्यालयास व सुरक्षा रक्षक मंडळास प्रत्येक ६ महिन्यांनी सादर करावा, असे न केल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

६. **अतिकालिक भत्ता.**— सुरक्षा रक्षकांना मिळणारा अतिकालिक भत्ता हा मंडळाने नोंदीत सुरक्षा रक्षकांसाठी निश्चित केलेल्या वेतन दराच्या दुप्पट दरापेक्षा कमी नसावा, याबाबत संबंधित मुख्य मालकाची अंतिम जबाबदारी राहिल.

सुरक्षा रक्षकांना देय वेतन व लाभ देणे मुख्य मालकांची जबाबदारी असून मुख्य मालकाने त्यांच्याकडे तैनात करण्यात आलेल्या सुरक्षा रक्षकांना अधिनियम आणि योजनेतील तरतुदीनुसार वेतन व लाभ मिळत आहेत याची खात्री करून घेणे बंधनकारक असेल.

७. **विवरणपत्र सादर करणे.**— (अ) **त्रैमासिक विवरणपत्र.**— मालक एजन्सीजने सुरक्षा रक्षकांच्या नियुक्तीबाबतचे त्रैमासिक विवरणपत्र प्रत्येक त्रैमासिकाच्या (जानेवारी, एप्रिल, जुलै व ऑक्टोबर महिन्याच्या) पहिल्या आठवड्यात सोबत जोडलेल्या नमुना “अ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळास सादर करावे.

(ब) **सहामाही विवरणपत्र.**— (१) नियुक्त केलेल्या, नोकरी सोडून गेलेल्या आणि नव्याने भरती केलेल्या सुरक्षा रक्षकांबाबतचे विवरणपत्र दर ६ महिन्यांनी सोबत जोडलेल्या नमुना “ब” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळ यांना एजन्सीने सादर करावे.

(२) भविष्यनिर्वाह निधी व राज्य कामगार विमा योजनेची वर्गणी एजन्सीने नियमित भरून संबंधित सुरक्षा रक्षकांना त्यासंबंधी वेळोवेळी पावत्या द्याव्यात व दर सहा महिन्यांत तसे केल्याबाबतचा अहवाल शासनास, कामगार आयुक्त व सुरक्षा रक्षक मंडळास द्यावा.

(३) यापूर्वीच्या भविष्यनिर्वाह निधीच्या रकमा व राज्य कामगार विमा योजनेची वर्गणी भरल्याबाबतचा पुरावा शासनाकडे सदर अधिसूचना निर्गमित झाल्यापासून तीन महिन्यांच्या आत सादर करावा. अन्यथा संबंधित सुरक्षा रक्षकांना देण्यात आलेली सूट रद्द करण्यात येईल.

(क) **वार्षिक विवरणपत्र.**— प्रत्येक मालक एजन्सीने, सनदी लेखापाल यांनी प्रमाणित केलेले वार्षिक विवरणपत्र सोबत जोडलेल्या नमुना “ड” मध्ये दरवर्षी ३० जून पर्यंत शासनास तसेच मंडळास सादर करावे. ज्यात एजन्सीने भरलेला आयकर, सुरक्षा रक्षकांचा जमा केलेला भविष्य निर्वाह निधी व कामगार राज्य विमा याबाबतच्या चलनाच्या प्रती व इतर तपशील असेल.

८. **एजन्सीची व सूट प्राप्त सुरक्षा रक्षकांची मंडळाकडे नोंदणी.**— अधिसूचनेच्या दिनांकापासून एक महिन्याच्या कालावधीत उक्त मंडळाकडे महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १३(२) व १४(३) मधील तरतुदीनुसार एजन्सीजने स्वतःची मालक म्हणून आणि त्यांच्याकडील सूटप्राप्त सुरक्षा रक्षकांची विहित नमुन्यातील अर्ज व शुल्क भरून मंडळात नोंदणी करून घ्यावी.

९. **एजन्सीच्या मुख्य मालकांची मंडळाकडे नोंदणी.**— सूटप्राप्त सुरक्षा रक्षकांच्या एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने अधिसूचनेच्या दिनांकापासून १५ दिवसांचे आत योजनेच्या खंड १३(१)(अ) अन्वये स्वतःची मंडळात विहित नमुन्यातील अर्ज व शुल्क भरून नोंदणी करून घ्यावी.

१०. **नोंदणी शुल्क.**— एजन्सीने तसेच सूटप्राप्त सुरक्षा रक्षकाने मंडळाकडे नोंदणी करतेवेळी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १७ मधील तरतुदीनुसार मंडळाकडे विहित कालावधीत आवश्यक ते नोंदणी शुल्क भरले पाहिजे.

११. **नोंदणीकृत कार्यालय.**— एजन्सीचे नोंदणीकृत कार्यालय असावे आणि त्याबाबतची माहिती एजन्सीने शासन, कामगार आयुक्त व मंडळास द्यावी. नोंदणीकृत कार्यालयाचा पत्ता बदलल्यास अथवा एजन्सीच्या नावात बदल झाल्यास १५ दिवसांचे आत बदलाबाबतच्या आवश्यक त्या कागदोपत्री पुराव्यासह शासनास व मंडळास कळवावे, जेणेकरून शासन सुधारित अधिसूचना जारी करील. सुधारित अधिसूचना जारी झाल्यानंतर मंडळ झालेल्या बदलांची नोंद घेईल.

१२. **सुरक्षा रक्षकांची नियुक्ती.**— उक्त मंडळाकडे ज्या मुख्य मालकांची नोंदणी झाली आहे आणि/किंवा जे उक्त मुख्य मालक मंडळाच्या सुरक्षा रक्षकांच्या सेवेचा लाभ घेत आहेत अशा मुख्य मालकांकडे एजन्सी त्यांचेकडील सुरक्षा रक्षक नेमणार नाही. अशाप्रकारे सुरक्षा रक्षक नेमल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

१३. **ओळखपत्र व हजेरी कार्ड देणे.**— खाजगी सुरक्षा रक्षक एजन्सी त्यांचेकडील सुरक्षा रक्षकांना व अधिकाऱ्यांना नियुक्त केल्यापासून ३० दिवसांच्या आत ओळखपत्र व हजेरीकार्ड देईल.

१४. **कायदेशीर देणी अदा करणे.**— सुरक्षा रक्षक ज्यावेळी एजन्सीची नोकरी सोडतील, त्यावेळी त्यांना देय असलेली सर्व कायदेशीर देणी (उपदान व इतर कायदेशीर देणी) एजन्सीने अदा करून त्याबाबत झालेल्या व्यवहारांच्या प्रती मंडळाकडे सादर करणे एजन्सीला बंधनकारक राहील.

१५. **एकावेळी एकाच मुख्य मालकाकडे नोकरी.**— सुरक्षा रक्षक एकावेळी एकापेक्षा अधिक मुख्य मालकाकडे काम करणार नाही. याबाबत प्रत्येक सुरक्षा रक्षक एजन्सीने खात्री करून घेतली पाहिजे.

१६. **एखाद्या सुरक्षा रक्षकास त्याच्या निवासस्थानापासून ५० कि.मी. पेक्षा अधिक अंतरावर काम करण्यासाठी पाठविल्यास मालक एजन्सीने त्याच्या एकूण वेतनाच्या २० टक्के रक्कम त्याला भत्ता म्हणून द्यावी.**

१७. **सुरक्षा रक्षकांच्या फायद्यांसंदर्भात शासनाने किंवा मंडळाने भविष्यकाळात घातलेल्या अटी व शर्तीचे पालन करणे एजन्सीला, तसेच मुख्य मालकाला बंधनकारक राहील.**

१८. **मालक एजन्सीने त्यांच्या सुरक्षा रक्षकांना सूट प्राप्त झाल्यानंतर, सुरक्षा रक्षकांच्या वेतनाच्या ३ टक्के एवढी लेव्ही दरमहा १० तारखेपर्यंत मंडळास देय राहील. सदर लेव्ही अधिसूचना निर्गमित झाल्याच्या दिनांकापासून १ महिन्याच्या आत मंडळाकडे जमा करणे अनिवार्य राहील.**

मंडळाने विनिर्दिष्ट केलेल्या कालमर्यादेत लेव्हीची रक्कम भरण्यात जे नियोक्ता अभिकरण सातत्याने कसूर करील ते नियोक्ता अभिकरण मंडळाने भरणा करण्यास निर्धारित केलेल्या रकमेच्या १० टक्केहून अधिक असणार नाही इतका अधिभार दंडाच्या रुपाने मंडळाकडे भरील.

१९. मालक एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने करार संपुष्टात आल्यानंतर वा इतर कोणत्याही कारणामुळे सुरक्षा रक्षकांची सेवा घेणे बंद केले असल्यास सेवा खंडीत केल्याच्या दिनांकापासून ७ दिवसांच्या आत अशा मुख्य मालकाची व तेथून कमी केलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास सादर करील. अशा मुख्य मालकाची अधिसूचनेनुसार घेतलेली मंडळातील नोंदणी रद्द होईल. तसेच मालक एजन्सीकडून नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास व नजीकच्या पोलीस ठाण्यास ७ दिवसांच्या आत सादर करील. अशाप्रकारे नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नोंदणी मंडळ रद्द करील.

२०. मुख्य मालकाकडून सुरक्षा रक्षकांच्या कामाच्या मोबदल्यापोटी एजन्सीकडे जमा होणाऱ्या रक्कमेपैकी, मंडळाने सुरक्षा रक्षकांच्या वेतनापोटी निश्चित केलेली रक्कम तसेच सर्व वैधानिक रकमा जसे भविष्य निर्वाह निधी, कामगार राज्य विमा योजना, बोनस प्रदान, राजा वेतन, राष्ट्रीय सुट्ट्यांचे वेतन यासाठी विनियमित केले जाईल निदान इतकी रक्कम किंवा मुख्य मालकाने एजन्सीला अदा केलेल्या रकमेच्या ५६ टक्के इतकी रक्कम किंवा यापैकी जी अधिक असेल ती सुरक्षा रक्षक एजन्सीनी सुरक्षा रक्षकांना अदा करणे आवश्यक आहे.

२१. सुरक्षा रक्षकांना साप्ताहिक सुट्टी उपभोगण्याकरिता कार्यमुक्त करणाऱ्या सुरक्षा रक्षकांचे वेतन मुख्य मालक एजन्सीला अदा करील. हे वेतन यथा प्रमाण पद्धतीवर आधारित असेल व ही रक्कम मूळ वेतनाच्या १०% अथवा जी अधिक असेल इतकी असेल.

२२. सुरक्षा रक्षक मंडळामध्ये जमा करावयाची लेव्ही, सुरक्षा रक्षकांच्या प्रशिक्षणासाठीचा खर्च, देखरेखीवरील खर्च, तसेच एजन्सीचा प्रशासकीय खर्च व नफा या सर्व गोष्टींचा खर्च हा मुख्य मालकाने एजन्सीकडे जमा केलेल्या एकूण रक्कमेच्या ३०% रक्कमेपेक्षा जास्त नसावा.

२३. उपरोक्त अनिवार्य लादलेल्या खर्चावर नियमानुसार सेवाकर आकारला जाईल व सेवाकर त्या त्या वेळी अंमलात असलेल्या दरानुसार असेल.

२४. या व्यतिरिक्त सुरक्षा रक्षकांना गणवेश दिला जाईल व त्यासाठी ४% रक्कम दरवर्षी राखीव ठेवण्यात येईल.

२५. सुरक्षा रक्षकांना त्यांचे वेतन पुढील महिन्याच्या सात तारखेपर्यंत देण्यात यावे.

वरीलपैकी कोणत्याही शर्तीचे मालक एजन्सीने उल्लंघन केल्यास त्यांना देण्यात आलेली सूट रद्द करण्यात येईल किंवा काढून टाकण्यात येईल.

अटी, शर्ती व नियमांचे तंतोतंत पालन होण्याबाबतची जबाबदारी मुख्य मालकाची असेल. अधिसूचनेतील तरतुदीनुसार सुरक्षा रक्षकांना एजन्सीने फायदे दिले नसल्यास सूट प्राप्त सुरक्षा रक्षकांना सदर फायदे देण्याची जबाबदारी मुख्य मालकाची असेल.

नमुना “ अ ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे त्रैमासिक विवरणपत्र

महिन्यांचे त्रैमासिक विवरणपत्र :

दिनांक :

जानेवारी-मार्च,

एप्रिल-जून,

जुलै-सप्टेंबर,

ऑक्टोबर-डिसेंबर

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक (१)	मुख्य मालकाचे नाव व पत्ता (२)	सुरक्षा रक्षकांच्या नियुक्तीचे ठिकाण (३)	सुरक्षा रक्षकांचे नाव व वर्ग (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “ ब ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे सहामाही विवरणपत्र

विवरणपत्राचा कालावधी : जानेवारी ते जून/जुलै ते डिसेंबर

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ.क्र.	मुख्य मालकाचे नाव व पत्ता	नियुक्त केलेल्या सुरक्षा रक्षकांची वर्गनिहाय एकूण संख्या	सुरक्षा रक्षक एजन्सी सोडून गेलेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या	नव्याने भरती झालेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या
(१)	(२)	(३)	(४)	(५)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना “क”

## एजन्सीने वेतन प्रदानाबाबत सुरक्षा रक्षक मंडळास सादर करावयाचे विवरणपत्र

वेतन प्रदानाचा महिना :

मुख्य मालकाचे नाव व पत्ता :

बँकेचे नाव (शाखा व पत्ता) :

अनु- क्रमांक	सुरक्षा रक्षकाचे नाव	धनादेश क्रमांक व दिनांक	रक्कम
(१)	(२)	(३)	(४)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना “ड”

## सुरक्षा रक्षक एजन्सीने सादर करावयाचे वार्षिक विवरणपत्र

वार्षिक विवरणपत्राचे आर्थिक वर्ष :

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ.क्र.	महिने (एप्रिल ते मार्च)	नियुक्त केलेल्या सुरक्षा रक्षकांची संख्या	सुरक्षा रक्षकांना अदा केलेले एकूण वेतन	भविष्य निर्वाह निधी ज्यावर कपात केली आहे असे वेतन	मंडळाकडे जमा केलेली ३ टक्के लेव्ही रक्कम
(१)	(२)	(३)	(४)	(५)	(६)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

ना. द. थोरवे,

कार्यासन अधिकारी.

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. SGA. 2013/CR-318/LAB-5, dated the 1st November 2013 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

ARVIND KUMAR,  
Principal Secretary (Labour) to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**  
Mantralaya, Mumbai 400 032, dated the 1st November 2013

**NOTIFICATION**

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981.

No. SGA.2013/C.R.-318/LAB-5.— Whereas, certain Security Guards whose names are mentioned in Column (2) of Schedule I appended hereto (hereinafter referred to as “the said Security Guards”), employed with the Principal Employer mentioned in Column (4) of the said Schedule I, employed by M/s. Brisk Facilities Pvt. Ltd., Pune and owner (1) Shri Ashok Jaysingh Chandgude, (2) Shri Umesh Gangaram Chandgude, (3) Shri Chandrakant Madhukar Gaikwad and (4) Shri Vikas Haribhau Javandhiya have applied for grant of exemption, under Section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (Mah. LVIII of 1981) from the operation of all provisions of the said Act and the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 (hereinafter referred to as “the said Scheme”);

And whereas, the Government of Maharashtra, after consultation with the Advisory Committee and after verification of the benefits enjoyed by the said Security Guards is of the opinion that they are in enjoyment of benefits, which are on the whole not less favourable to them than the benefits provided by and under the said Act and the said Scheme ;

Now, therefore, in exercise of powers conferred by Section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981, the Government of Maharashtra hereby exempts the said Security Guards from operations of all provisions of the said Act and the said Scheme, for a period of three years from the date of publication of this notification in *Official Gazette*, subject to conditions specified in Schedule II appended hereto :—

*Schedule I*

Sr. No. (1)	Name of Security Guards (2)	Class (3)	Name and address of Principal Employer (4)
1	Shri Nilesh Bapusaheb Narke	Security Guard	Mecc Alte India Pvt. Ltd., Plot No.1, Gat. No.3363, 3364, 365/Part, 3366/part & 3367, Sanaswadi-Talegaon Dhamdhare Road, Taluka Shirpur, District Pune-412 208.
2	Shri Ramdas Mahadu Darekar	Security Guard	
3	Shri Bhagwan Murlidhar Pingle	Security Guard	
4	Shri Anil Vansingh Dhavale	Security Guard	

*Note.*—Government of Maharashtra does not take guarantee of any sort as regards to Security Guards.  
Principal Employers can employ these Private Security Guards at their own risk.

*Schedule II***Conditions to be followed by the Employer Agency and Principal Employer**

(1) *Police Verification.*—Police Verification Certificates regarding antecedent of the guards as well as the employer of such guard is necessary. Licence under the Private Security Agency (Regulation) Act, 2005 is also compulsory on the part of Employer Agency.

(2) *Training.*—Adequate training shall be imparted to the Security Guards before they are deployed.

(3) *Educational Qualifications, Physical Fitness and other requirements.*—Educational, physical and other requirements for the Security Guards shall be as follows :—

*Minimum Educational Qualification :* 8th Standard Passed.

*Physical Requirements (A)* (1) Height — 162 c.m.

(2) Weight — 50 kg.

(3) Chest — 79 c.m. (Without Expansion) and 84 cm. (On Expansion)

(4) Sight — If wearing glasses, the glass should not have excess number.

(B) In case of tribal candidates, there will relaxation of 5 c.m. in height and 2 c.m. in chest.

(4) *Benefits.*—Benefits for Security Guards shall be as follows :—

(a) *Uniform :* Two pairs in a year.

(b) *Shoes :* One pair of leather shoes in a year.

(c) *Rainy and Winter Uniform :* (Once in two years) Raincoat, Trousers and Cap, Woollen Coat and Pant.

(5) *Wages and other statutory Benefits.*—Exempted Security Guard shall open his account in a Nationalised Bank and agency shall give crossed cheque to each Security Guard equivalent to his earned wages by 7th of every month. Statement showing details of wages paid in Form “C” shall be submitted to the Security Guards Board by 10th of every month.

The Agency shall give the following benefits to the Security Guards :—

Ex-Gratia	:	10% of wages
Gratuity	:	4% of wages
Leave with wages	:	6% of wages
Paid Holidays	:	1% of wages.

Contribution to be deposited with the Competent Authorities in respect of various statues such as Provident Fund, E.S.I. etc. applicable to the Principal Employer, shall be deposited by the Agency with such authority and challan thereof be submitted to the Board for information. The Security Guards Agency should give regular receipt to the Guard and submit a consolidated report of the abovesaid transactions to the Government, the Commissioner of Labour and the Security Guards Board every six months. In case of default, the Agency shall be held responsible and shall be liable for cancellation of exemption.

(6) *Overtime Allowance.*—Overtime Allowance should not be less than double the rates of wages existing at that time on the analogy of the Security Guards deployed by the Security Guards Board. The ultimate responsibility in this respect lies on the concerned Principal Employer.

It is the responsibility of the Principal Employer to pay wages and provide benefits to the Security Guards. The Principal Employer, in turn, shall ensure that the guards deployed at his establishment are getting wages and benefits not less favourable than those available under the Scheme.

(7) *Filling of Returns*—(a) *Quarterly Return.*—Agency to submit quarterly return to the Government, the Commissioner of Labour and Board in the first week of first month of the quarter (January, April, July and October) in respect of employment of Security Guards in Form “A” appended hereto.

(b) *Half Yearly Return.*—(1) Half Yearly Return in Form “B” appended hereto shall be submitted by the Agency in respect of Guards engaged, who have left and newly recruited to the Government, the Commissioner of Labour and Board.

(2) The Security Guard Agency should make regular contribution of employees’ Provident Fund and ESIC of the concerned Security Guards and give regular Receipts to the guard and submit a consolidated report of the above said transaction to the Government, the Commissioner of Labour and the Security Guards Board every six months.

(3) The Security Guard Agency should submit proof of the previous contributions of employees’ Provident Fund and ESIC within a period of three months from the date of publication of this Notification to the Government. Otherwise, the exemption given to the concerned Security Guards will be cancelled.



(c) *Annual Return.*—Every Agency shall submit at Annual Return of Income Tax, P.F., E.S.I. duly certified by Chartered Accountant, in Form-D on or before 30th of June of every year to the Government and the Board, alongwith copies of challans and other details.

(8) *Enrollment of the Agency with the Board.*—The Agency should get itself enroll with the Board according to the provisions of Clause 13(2) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002, as an employer agency and shall register exempted Security Guards under Clause 14(3) of the Scheme applying in the Form devised by the Board by paying prescribed registration fee within a period of one month from the date of issuance of this Notification.

(9) *Registration of Principal Employer of Employer Agency.*—The Principal Employer who is engaging exempted Security Guards of the agency shall get register with the Board as provided under Clause 13(1)(a) of the Scheme within 15 days from date of exempted Notification, applying in the Form devised by the Board by paying prescribed registration fee.

(10) *Enrollment fees.*—While getting itself registered with the Board, the Agency should pay Registration Fee to the Board as per clause 17 of Maharashtra Private Security Guards (Regulation of Employment and Welfare), Scheme, 2002 within stipulated time.

(11) *Registered Office.*—Every Agency shall have registered office which shall be notified to the Government, Commissioner of Labour and the Board. In case of change in address or change in name, the same shall be informed to the Government and to the Board along with documentary proof thereof within a period of 15 days from such change, so as to Government can issue Notification in respect thereof. Board shall take note of such changes after issuance of the Notification.

(12) *Allotment of Guards.*—The Agency shall not allot their Security Guards to such Principal Employers who are registered with the Board. If agency deploys its Security Guards to such Principal Employer in that case exemption will be cancelled.

(13) *Issue of Identity Cards/Attendance Card.*—Every Agency shall issue identity card, attendance card to Security Guards and Officers engaged and deployed by them.

(14) *Payment of Legal Dues.*—Whenever a Security Guard leaves his job, it is obligatory on the part of the agency to pay all the legal dues to him and copy of the records thereof shall be submitted to the Board including gratuity and other legal dues.

(15) *Employment with one principal Employer at a time.*—Every Agency shall also ensure that its Security Guards shall not work for more than one Principal Employer at a time.

(16) If any Security Guard is asked to work beyond the radius of 50 kms. from his place of residence, the Employer Agency shall pay an allowance @ 20% of total emoluments of such Security Guard.

(17) The Agency and Principal Employer is liable to abide with any other terms and conditions, which may be imposed in favour of Security Guard by the Government of Maharashtra or Board in future.

(18) The exempted Security Guard Agency should pay levy @ 3% to the Board per month on wages paid to the Security Guards on or before 10th of every month. The agency should start paying such levy within the period of 1 month from the date of exemption Notification. The employer agency who persistently makes default in remitting the amount of 3% levy within the time limit specified as above, shall further pay by way of penalty, surcharge @ 10% of the amount to be remitted.

(19) In case, the Principal Employer discontinues the exempted Security Guards due to expiry of agreement or due to any reason, in that case, the agency shall submit the details of such Principal Employers and the Security Guards to the Board within 7 days from such discontinuation. In such case the registration of the said Principal Employer shall stand cancelled. The agency shall also submit the details of Security Guards who have left the services due to any reason alongwith details of the Principal Employers to the Board and concerned Police Station within 7 (Seven) days. On receipt of the above details Board will cancel the registration of such exempted guards.

(20) From the amount of the payment made by the Principal Employer to the Security Agency, the Security Guards will be paid at least an amount which has been fixed by the Board towards the wages and all the statutory benefits towards Provident Fund, E.S.I.C., Payment of Bonus, leave with wages, leave on national holidays, etc. or the same shall be the amount equivalent to 56% of the gross payment made by the Principal Employer to the Security Agency, whichever is higher.

(21) The Principal Employer will pay to the agency on a prorata basis for the reliever who would be relieving the Security Guard in case of his weekly off or the amount paid to the reliever shall be 10% of the basic wages, or whichever is higher.

(22) The amounts of levy to be deposited to the Security Guards Board, the cost of training of the Security Guards, the cost of supervision, administration of profits of the agency the total cost of which will not exceed more than 30% of the total amount paid by the Principal Employer to the agency.

(23) The Service Tax will be levied on the total mandatory cost mentioned herein above at the rate which is in force at any given point of time.

(24) In addition to this uniform will be provided to the Security Guards. For this purpose an amount of 4% per annum should be delineate.

(25) Wages of the Security Guards will be paid not later than 7th of every next month.

Breach of any of above conditions by the employer agency shall make employer agency liable for cancellation or revocation of the exemption granted under this notification.

It shall be the responsibility of the Principal Employer to see that the terms, conditions and rules are followed scrupulously and in case the agency fails to grant the benefits to the exempted Security Guards as per the conditions of Notification the Principal Employer will be held responsible to pay the same to the exempted Security Guards.

FORM 'A'

**Quarterly Return to be filed by the Agency**

Quarterly Return for the months

Date :

(January-March,

April-June,

July-September,

October-December) :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial Number	Number and Address of the Principal Employer	Location of Security Guards deployed	Name and Category of the Guards
(1)	(2)	(3)	(4)

Authorised Signatory,

(Name and Designation).

FORM 'B'

**Half Yearly Return to be submitted by Security Guards Agency**

Period of Return : January to June/

Date :

July to December.

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Name and Address of Principal Employer	Total No. of Security Guards engaged Categorywise	No. of Security Guards who have left the Security Guards Agency Categorywise	Number of Security Guards Newly Recruited Categorywise
(1)	(2)	(3)	(4)	(5)

Authorised Signatory,

(Name and Designation).

## FORM 'C'

**Statement to be submitted to the Security Guards Board regarding disbursement of wages.**

Disbursement of wages for the month of :

Name and Address of the Principal Employer :

Name of the Bank (Branch and Address) :

Serial No.	Name of the Security Guard	No. and Date of the Cheque	Amount
(1)	(2)	(3)	(4)

Authorised Signatory,

(Name and Designation).

## FORM 'D'

**Annual Return to be submitted by Security Guards Agency**

Period of Annual Return :

Date :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Months (April to March)	Total No. of Security Guards engaged	Total Wages Paid to the Security Guard	The Wages on which the P.F. contribution is deducted	3% Levy submitted to the Board
(1)	(2)	(3)	(4)	(5)	(6)

Authorised Signatory,

(Name and Designation).

By order and in the name of the Governor of Maharashtra,

N. D. THORVE,  
Section Officer.

१३४

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सोमवार, नोव्हेंबर ११, २०१३/कार्तिक २०, शके १९३५

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### उद्योग, ऊर्जा व कामगार विभाग

मादाम कामा रोड, हुतात्मा राजगुरु चौक, मंत्रालय, मुंबई ४०० ०३२, दिनांक ११ नोव्हेंबर २०१३

#### अधिसूचना

#### महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१.

क्रमांक एसजीए. २०१३/प्र.क्र. ३५१/कामगार-५.—ज्याअर्थी, ज्यांची नावे यासोबत जोडलेल्या अनुसूची १ च्या स्तंभ (२) मध्ये नमूद केलेली आहेत अशा विवक्षित सुरक्षा रक्षकांना (यात यापुढे ज्यांचा उल्लेख “ उक्त सुरक्षा रक्षक ” असा करण्यात आला आहे), उक्त अनुसूची १ च्या स्तंभ (४) मध्ये नमूद केलेल्या मुख्य मालकांकडे कामावर ठेवलेले आहे, अशा मे. कंफ्लीट सोल्युशन्स फॅसिलिटी मॅनेजमेंट प्रा. लि., सांताक्रुझ (पूर्व), मुंबई, मालक : श्री. अशोक विष्णू सावंत यांनी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ (१९८१ चा महा. ५८) याच्या कलम २३ अन्वये, उक्त अधिनियमाच्या सर्व तरतुदी आणि महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ (यात यापुढे ज्याचा उल्लेख “ उक्त योजना ” असा करण्यात आला आहे) यांच्या अंमलबजावणीतून सूट मिळण्यासाठी अर्ज केला आहे ;

आणि ज्याअर्थी, सल्लागार समितीशी विचारविनिमय केल्यानंतर व उक्त सुरक्षा रक्षकांना मिळत असलेल्या लाभांची पडताळणी केल्यानंतर, त्यांना मिळत असणारे लाभ हे उक्त अधिनियमाद्वारे व त्या अधिनियमान्वये आणि उक्त योजनेद्वारे व तदन्वये तरतूद केलेल्या लाभांपेक्षा एकंदरित पाहता कमी फायदेशीर नाहीत, असे महाराष्ट्र शासनाचे मत झालेले आहे.

त्याअर्थी, आता, महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ याच्या कलम २३ अन्वये प्रदान केलेल्या अधिकारांचा वापर करून, महाराष्ट्र शासन याद्वारे उक्त अधिनियमाच्या व उक्त योजनेच्या सर्व तरतुदींच्या अंमलबजावणीतून उक्त खाजगी सुरक्षा रक्षकांना, यासोबत जोडलेल्या अनुसूची २ मध्ये विनिर्दिष्ट केलेल्या शर्तीच्या अधीन राहून, महाराष्ट्र शासन राजपत्रात ही अधिसूचना प्रसिद्ध केल्याच्या दिनांकापासून तीन वर्षांच्या कालावधीसाठी सूट देत आहे.

## अनुसूची १

अ.क्र. (१)	सुरक्षा रक्षकाचे नाव (२)	वर्ग (३)	मुख्य मालकाचे नाव व पत्ता (४)
१	श्री. कमलाकर राजाराम कुवलेकर	सुरक्षा रक्षक	मे. कलमकॉम आशिया प्रा. लि., वांद्रे, मुंबई
२	श्री. प्रकाश करजेकर	सुरक्षा रक्षक	
३	श्री. शामसुंदर जाधव	सुरक्षा रक्षक	मे. स्मार्ट लिंक नेटवर्क, सांताक्रुझ, मुंबई
४	श्री. राजेंद्र श्रीरंग चिखलकर	सुरक्षा रक्षक	
५	श्री. महादेव पांडुरंग दिवेकर	सुरक्षा रक्षक	मे. टेक्नोमाउंट आय.सी.बी.प्रा.लि., मालाड, मुंबई
६	श्री. गुलाबचंद यादव	सुरक्षा रक्षक	
७	श्री. आनंद मा. नार्वेकर	सुरक्षा रक्षक	

**टीप.**—महाराष्ट्र शासन या सुरक्षा रक्षकांबाबत कोणत्याही प्रकारची हमी घेत नाही. मुख्य मालक स्वतःच्या जबाबदारीवर सुरक्षा रक्षकांना कामे देऊ शकतात.

## अनुसूची २

## मालक एजन्सीने व मुख्य मालकांनी पाळावयाच्या शर्ती

१. **पोलीस तपासणी.**— सुरक्षा रक्षकांच्या तसेच एजन्सीच्या मालकांच्या पूर्वइतिहासाबाबत पोलीस पडताळणी दाखला तसेच एजन्सीकडे केंद्र शासनाच्या खाजगी सुरक्षा रक्षक (नियमन) कायदा, २००५ अंतर्गत परवाना असणे आवश्यक असेल.

२. **प्रशिक्षण.**— सुरक्षा रक्षकांना नियुक्त करण्यापूर्वी पुरेसे प्रशिक्षण देणे आवश्यक असेल.

३. **शैक्षणिक, शारीरिक आणि इतर पात्रता.**— सुरक्षा रक्षकांची शैक्षणिक व शारीरिक पात्रता पुढीलप्रमाणे असेल :—

**किमान शैक्षणिक पात्रता.**— इयत्ता ८ वी उत्तीर्ण.

**शारीरिक पात्रता.**— (अ) (१) उंची - १६२ सें.मी.

(२) वजन - ५० किलो

(३) छाती - न फुगवता - ७९ सें.मी.

फुगवून - ८४ सें.मी.

(४) नजर - दृष्टी चष्मा असल्यास नंबर जास्त नसावा.

(ब) आदिवासी उमेदवारांना उंचीमध्ये ५ सें.मी. व छातीमध्ये २ सें.मी. ची सवलत देण्यात यावी.

४. **लाभ.**— सुरक्षा रक्षकांना पुढील लाभ मिळतील :—

(अ) गणवेश प्रत्येक वर्षाला २ जोड.

(ब) चामडी बूट प्रत्येक वर्षात १ जोड.

(क) पावसाळी व हिवाळी गणवेश— (२ वर्षांतून एकदा) रेनकोट, ट्राऊझर, टोपी, वूलन कोट व पॅट.

५. **वेतन व इतर कायदेशीर सवलती.**— सूट दिलेल्या सुरक्षा रक्षकाने राष्ट्रीयीकृत बँकेमध्ये आपले खाते उघडावे व मालक एजन्सीने मुख्य मालकाकडे तैनात केलेल्या सुरक्षा रक्षकांच्या देय वेतनाच्या रकमेइतका रेखांकित धनादेश ७ तारखेपर्यंत वैयक्तिकरीत्या सुरक्षा रक्षकास द्यावा. सुरक्षा रक्षकास दिलेल्या वेतनाबाबतचे सविस्तर तपशील नमुना “क” मधील विवरणपत्रामध्ये भरून सुरक्षा रक्षक मंडळास दर महिन्याच्या १० तारखेपर्यंत पाठवावे. मालक एजन्सीने खाली दर्शविल्याप्रमाणे लाभ सुरक्षा रक्षकांना द्यावेत :—

सानुग्रह अनुदान	:	वेतनाच्या १० टक्के
उपदान	:	वेतनाच्या ४ टक्के
भरपगारी रजा	:	वेतनाच्या ६ टक्के
भरपगारी सुट्टी	:	वेतनाच्या १ टक्का

सुरक्षा रक्षकांना लागू असलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजना यांच्या वजाती मालक एजन्सीने परस्पर संबंधित प्राधिकरणाकडे जमा कराव्यात आणि त्यांचे चलन माहितीसाठी मंडळास सादर करावे. मालक एजन्सीने भरणा केलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजनेच्या वजातीबाबतच्या पावत्या/चलन सुरक्षा रक्षकांना नियमितपणे देऊन त्या संदर्भातील एकत्रित तपशील शासनास, कामगार आयुक्त कार्यालयास व सुरक्षा रक्षक मंडळास प्रत्येक ६ महिन्यांनी सादर करावा, असे न केल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

६. **अतिकालिक भत्ता.**— सुरक्षा रक्षकांना मिळणारा अतिकालिक भत्ता हा मंडळाने नोंदीत सुरक्षा रक्षकांसाठी निश्चित केलेल्या वेतन दराच्या दुप्पट दरापेक्षा कमी नसावा, याबाबत संबंधित मुख्य मालकाची अंतिम जबाबदारी राहिल.

सुरक्षा रक्षकांना देय वेतन व लाभ देणे मुख्य मालकांची जबाबदारी असून मुख्य मालकाने त्यांच्याकडे तैनात करण्यात आलेल्या सुरक्षा रक्षकांना अधिनियम आणि योजनेतील तरतुदीनुसार वेतन व लाभ मिळत आहेत याची खात्री करून घेणे बंधनकारक असेल.

७. **विवरणपत्र सादर करणे— (अ) त्रैमासिक विवरणपत्र.**—मालक एजन्सीने सुरक्षा रक्षकांच्या नियुक्तीबाबतचे त्रैमासिक विवरणपत्र प्रत्येक त्रैमासिकाच्या (जानेवारी, एप्रिल, जुलै व ऑक्टोबर महिन्याच्या) पहिल्या आठवड्यात सोबत जोडलेल्या नमुना “अ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळास सादर करावे.

(ब) **सहामाही विवरणपत्र.**— (१) नियुक्त केलेल्या, नोकरी सोडून गेलेल्या आणि नव्याने भरती केलेल्या सुरक्षा रक्षकांबाबतचे विवरणपत्र दर ६ महिन्यांनी सोबत जोडलेल्या नमुना “ब” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळ यांना एजन्सीने सादर करावे.

(२) भविष्यनिर्वाह निधी व राज्य कामगार विमा योजनेची वर्गणी एजन्सीने नियमित भरून संबंधित सुरक्षा रक्षकांना त्यासंबंधी वेळोवेळी पावत्या द्याव्यात व दर सहा महिन्यात तसे केल्याबाबतचा अहवाल शासनास, कामगार आयुक्त व सुरक्षा रक्षक मंडळास द्यावा.

(३) यापूर्वीच्या भविष्यनिर्वाह निधीच्या रकमा व राज्य कामगार विमा योजनेची वर्गणी भरल्याबाबतचा पुरावा शासनाकडे सदर अधिसूचना निर्गमित झाल्यापासून तीन महिन्यांच्या आत सादर करावा. अन्यथा संबंधित सुरक्षा रक्षकांना देण्यात आलेली सूट रद्द करण्यात येईल.

(क) **वार्षिक विवरणपत्र.**— प्रत्येक मालक एजन्सीने, सनदी लेखापाल यांनी प्रमाणित केलेले वार्षिक विवरणपत्र सोबत जोडलेल्या नमुना “ड” मध्ये दरवर्षी ३० जून पर्यंत शासनास तसेच मंडळास सादर करावे. ज्यात एजन्सीने भरलेला आयकर, सुरक्षा रक्षकांचा जमा केलेला भविष्यनिर्वाह निधी व कामगार राज्य विमा याबाबतच्या चलनाच्या प्रती व इतर तपशील असेल.

८. **एजन्सीची व सूटप्राप्त सुरक्षा रक्षकांची मंडळाकडे नोंदणी.**— अधिसूचनेच्या दिनांकापासून एक महिन्याच्या कालावधीत उक्त मंडळाकडे महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १३(२) व १४(३) मधील तरतुदीनुसार एजन्सीने स्वतःची मालक म्हणून आणि त्यांच्याकडील सूटप्राप्त सुरक्षा रक्षकांची विहित नमुन्यातील अर्ज व शुल्क भरून मंडळात नोंदणी करून घ्यावी.

९. **एजन्सीच्या मुख्य मालकांची मंडळाकडे नोंदणी.**— सूटप्राप्त सुरक्षा रक्षकांच्या एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने अधिसूचनेच्या दिनांकापासून १५ दिवसांचे आत योजनेच्या खंड १३(१)(अ) अन्वये स्वतःची मंडळात विहित नमुन्यातील अर्ज व शुल्क भरून नोंदणी करून घ्यावी.

१०. **नोंदणी शुल्क.**— एजन्सीने तसेच सूट प्राप्त सुरक्षा रक्षकाने मंडळाकडे नोंदणी करतेवेळी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १७ मधील तरतुदीनुसार मंडळाकडे विहित कालावधीत आवश्यक ते नोंदणी शुल्क भरले पाहिजे.

११. **नोंदणीकृत कार्यालय.**— एजन्सीचे नोंदणीकृत कार्यालय असावे आणि त्याबाबतची माहिती एजन्सीने शासन, कामगार आयुक्त व मंडळास द्यावी. नोंदणीकृत कार्यालयाचा पत्ता बदलल्यास अथवा एजन्सीच्या नावात बदल झाल्यास १५ दिवसांचे आत बदलाबाबतच्या आवश्यक त्या कागदोपत्री पुराव्यासह शासनास व मंडळास कळवावे, जेणेकरून शासन सुधारित अधिसूचना जारी करील. सुधारित अधिसूचना जारी झाल्यानंतर मंडळ झालेल्या बदलांची नोंद घेईल.

१२. **सुरक्षा रक्षकांची नियुक्ती.**— उक्त मंडळाकडे ज्या मुख्य मालकांची नोंदणी झाली आहे आणि/किंवा जे उक्त मुख्य मालक मंडळाच्या सुरक्षा रक्षकांच्या सेवेचा लाभ घेत आहेत अशा मुख्य मालकांकडे एजन्सी त्यांचेकडील सुरक्षा रक्षक नेमणार नाही. अशाप्रकारे सुरक्षा रक्षक नेमल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

१३. **ओळखपत्र व हजेरी कार्ड देणे.**— खाजगी सुरक्षा रक्षक एजन्सी त्यांचेकडील सुरक्षा रक्षकांना व अधिकाऱ्यांना नियुक्त केल्यापासून ३० दिवसांच्या आत ओळखपत्र व हजेरीकार्ड देईल.

१४. **कायदेशीर देणी अदा करणे.**— सुरक्षा रक्षक ज्यावेळी एजन्सीची नोकरी सोडतील, त्यावेळी त्यांना देय असलेली सर्व कायदेशीर देणी (उपदान व इतर कायदेशीर देणी) एजन्सीने अदा करून त्याबाबत झालेल्या व्यवहारांच्या प्रती मंडळाकडे सादर करणे एजन्सीला बंधनकारक राहिल.

१५. **एकावेळी एकाच मुख्य मालकाकडे नोकरी.**— सुरक्षा रक्षक एकावेळी एकापेक्षा अधिक मुख्य मालकाकडे काम करणार नाही. याबाबत प्रत्येक सुरक्षा रक्षक एजन्सीने खात्री करून घेतली पाहिजे.

१६. एखाद्या सुरक्षा रक्षकास त्याच्या निवासस्थानापासून ५० कि.मी. पेक्षा अधिक अंतरावर काम करण्यासाठी पाठविल्यास मालक एजन्सीने त्याच्या एकूण वेतनाच्या २० टक्के रक्कम त्याला भत्ता म्हणून द्यावी.

१७. सुरक्षा रक्षकांच्या फायद्यांसंदर्भात शासनाने किंवा मंडळाने भविष्यकाळात घातलेल्या अटी व शर्तीचे पालन करणे एजन्सीला, तसेच मुख्य मालकाला बंधनकारक राहिल.

१८. मालक एजन्सीने त्यांच्या सुरक्षा रक्षकांना सूट प्राप्त झाल्यानंतर, सुरक्षा रक्षकांच्या वेतनाच्या ३ टक्के एवढी लेव्ही दरमहा १० तारखेपर्यंत मंडळास देय राहिल. सदर लेव्ही अधिसूचना निर्गमित झाल्याच्या दिनांकापासून १ महिन्याच्या आत मंडळाकडे जमा करणे अनिवार्य राहिल.

मंडळाने विनिर्दिष्ट केलेल्या कालमर्यादेत लेव्हीची रक्कम भरण्यात जे नियोक्ता अधिकरण सातत्याने कसूर करील ते नियोक्ता अधिकरण मंडळाने भरणा करण्यास निर्धारित केलेल्या रकमेच्या १० टक्केहून अधिक असणार नाही इतका अधिभार दंडाच्या रूपाने मंडळाकडे भरील.

१९. मालक एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने करार संपुष्टात आल्यानंतर वा इतर कोणत्याही कारणांमुळे सुरक्षा रक्षकांची सेवा घेणे बंद केले असल्यास सेवा खंडीत केल्याच्या दिनांकापासून ७ दिवसांच्या आत अशा मुख्य मालकाची व तेथून कमी केलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास सादर करील. अशा मुख्य मालकाची अधिसूचनेनुसार घेतलेली मंडळातील नोंदणी रद्द होईल. तसेच मालक एजन्सीकडून नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास व नजीकच्या पोलीस ठाण्यास ७ दिवसांच्या आत सादर करील. अशाप्रकारे नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नोंदणी मंडळ रद्द करील.

२०. मुख्य मालकाकडून सुरक्षा रक्षकांच्या कामाच्या मोबदल्यापोटी एजन्सीकडे जमा होणाऱ्या रकमेपैकी, मंडळाने सुरक्षा रक्षकांच्या वेतनापोटी निश्चित केलेली रक्कम तसेच सर्व वैधानिक रकमा जसे भविष्य निर्वाह निधी, कामगार राज्य विमा योजना, बोनस प्रदान, रजा वेतन, राष्ट्रीय सुट्ट्यांचे वेतन यासाठी विनियमित केले जाईल निदान इतकी रक्कम किंवा मुख्य मालकाने एजन्सीला अदा केलेल्या रकमेच्या ५६ टक्के इतकी रक्कम किंवा यापैकी जी अधिक असेल ती सुरक्षा रक्षक एजन्सीनी सुरक्षा रक्षकांना अदा करणे आवश्यक आहे.

२१. सुरक्षा रक्षकांना साप्ताहिक सुट्टी उपभोगण्याकरिता कार्यमुक्त करणाऱ्या सुरक्षा रक्षकांचे वेतन मुख्य मालक एजन्सीला अदा करील. हे वेतन यथा प्रमाण पद्धतीवर आधारित असेल व ही रक्कम मूळ वेतनाच्या १०% अथवा जी अधिक असेल इतकी असेल.

२२. सुरक्षा रक्षक मंडळामध्ये जमा करावयाची लेव्ही, सुरक्षा रक्षकांच्या प्रशिक्षणासाठीचा खर्च, देखरेखीवरील खर्च, तसेच एजन्सीचा प्रशासकीय खर्च व नफा या सर्व गोष्टींचा खर्च हा मुख्य मालकाने एजन्सीकडे जमा केलेल्या एकूण रकमेच्या ३०% रकमेपेक्षा जास्त नसावा.

२३. उपरोक्त अनिवार्य लादलेल्या खर्चावर नियमानुसार सेवाकर आकारला जाईल व सेवाकर त्या त्या वेळी अंमलात असलेल्या दरानुसार असेल.

२४. या व्यतिरिक्त सुरक्षा रक्षकांना गणवेश दिला जाईल व त्यासाठी ४% रक्कम दरवर्षी राखीव ठेवण्यात येईल.

२५. सुरक्षा रक्षकांना त्यांचे वेतन पुढील महिन्याच्या सात तारखेपर्यंत देण्यात यावे.

वरीलपैकी कोणत्याही शर्तीचे मालक एजन्सीने उल्लंघन केल्यास त्यांना देण्यात आलेली सूट रद्द करण्यात येईल किंवा काढून टाकण्यात येईल.

अटी, शर्ती व नियमांचे तंतोतंत पालन होण्याबाबतची जबाबदारी मुख्य मालकाची असेल. अधिसूचनेतील तरतुदीनुसार सुरक्षा रक्षकांना एजन्सीने फायदे दिले नसल्यास सूट प्राप्त सुरक्षा रक्षकांना सदर फायदे देण्याची जबाबदारी मुख्य मालकाची असेल.



नमुना “ अ ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे त्रैमासिक विवरणपत्र

महिन्यांचे त्रैमासिक विवरणपत्र :

दिनांक :

जानेवारी-मार्च,  
एप्रिल-जून,  
जुलै-सप्टेंबर,  
ऑक्टोबर-डिसेंबर

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक (१)	मुख्य मालकाचे नाव व पत्ता (२)	सुरक्षा रक्षकांच्या नियुक्तीचे ठिकाण (३)	सुरक्षा रक्षकांचे नाव व वर्ग (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “ ब ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे सहामाही विवरणपत्र

विवरणपत्राचा कालावधी : जानेवारी ते जून/जुलै ते डिसेंबर

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	मुख्य मालकाचे नाव व पत्ता	नियुक्त केलेल्या सुरक्षा रक्षकांची वर्गनिहाय एकूण संख्या	सुरक्षा रक्षक एजन्सी सोडून गेलेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या	नव्याने भरती झालेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या
(१)	(२)	(३)	(४)	(५)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना “क”

## एजन्सीने वेतन प्रदानाबाबत सुरक्षा रक्षक मंडळास सादर करावयाचे विवरणपत्र

वेतन प्रदानाचा महिना :

मुख्य मालकाचे नाव व पत्ता :

बँकेचे नाव (शाखा व पत्ता) :

अनु- क्रमांक	सुरक्षा रक्षकाचे नाव	धनादेश क्रमांक व दिनांक	रक्कम
(१)	(२)	(३)	(४)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना “ड”

## सुरक्षा रक्षक एजन्सीने सादर करावयाचे वार्षिक विवरणपत्र

वार्षिक विवरणपत्राचे आर्थिक वर्ष :

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	महिने (एप्रिल ते मार्च)	नियुक्त केलेल्या सुरक्षा रक्षकांची संख्या	सुरक्षा रक्षकांना अदा केलेले एकूण वेतन	भविष्य निर्वाह निधी ज्यावर कपात केली आहे असे वेतन	मंडळाकडे जमा केलेली ३ टक्के लेव्ही रक्कम
(१)	(२)	(३)	(४)	(५)	(६)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

ना. द. थोरवे,  
कार्यासन अधिकारी.

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. SGA. 2013/CR-351/LAB-5, dated the 11th November 2013 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

ARVIND KUMAR,  
Principal Secretary (Labour) to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Madam Cama Road, Hutatma Rajguru Chowk, Mantralaya,  
Mumbai 400 032, dated the 11th November 2013

**NOTIFICATION**

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981.

No. SGA.2013/C.R.-351/LAB-5.— Whereas certain Security Guards whose names are mentioned in Column (2) of Schedule-I appended hereto (hereinafter referred to as “the said Security Guards”), employed with the Principal Employer mentioned in Column (4) of the said Schedule-I, employed by M/s. Complete Solutions Facility Management Pvt. Ltd., Santacruz (E.), Mumbai and owner (1) Shri Ashok Vishnu Sawant have applied for grant of exemption under Section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (Mah. LVIII of 1981) from the operation of all provisions of the said Act and the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 (hereinafter referred to as “the said Scheme”) ;

And whereas, the Government of Maharashtra, after consultation with the Advisory Committee and after verification of the benefits enjoyed by the said Security Guards is of the opinion that they are in enjoyment of benefits, which are on the whole not less favourable to them than the benefits provided by and under the said Act and the said Scheme.

Now, therefore, in exercise of powers conferred by Section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981, the Government of Maharashtra hereby exempts the said Security Guards from operations of all provisions of the said Act and the said Scheme, for a period of three years from the date of publication of this notification in *Official Gazette*, subject to conditions specified in Schedule-II appended hereto :—

*Schedule-I*

Sr. No. (1)	Name of Security Guards (2)	Class (3)	Name and address of Principal Employer (4)
1	Shri Kamlakar Rajaram Kuvlekar	Security Guard	M/s. Color Com Asia Pvt. Ltd., Bandra, Mumbai.
2	Shri Prakash Karjekar	Security Guard	M/s. Smart Link Network System
3	Shri Shamsundar Jadhav	Security Guard	Pvt/ Ltd., Santacruz, Mumbai.
4	Shri Rajendra Shrirang Chikhalkar	Security Guard	
5	Shri Mahadev Pandurang Divekar	Security Guard	M/s. Technimont ICB Pvt. Ltd.,
6	Shri Gulabchand Yadav	Security Guard	Mumbai.
7	Shri Anand M. Narvekar	Security Guard	

*Note.*—Government of Maharashtra does not take guarantee of any sort as regards to Security Guards. Principal Employers can employ these Private Security Guards at their own risk.

*Schedule II***Conditions to be followed by the Employer Agency and Principal Employer**

1. *Police Verification.*—Police Verification Certificates regarding antecedent of the guards as well as the employer of such guard is necessary. Licence under the Private Security Agency (Regulation) Act, 2005 is also compulsory on the part of Employer Agency.

2. *Training.*—Adequate training shall be imparted to the Security Guards before they are deployed.

3. *Educational Qualifications, Physical Fitness and other requirements.*—Educational, physical and other requirements for the Security Guards shall be as follows :—

*Minimum Education Qualification* : 8th Standard Passed.

*Physical Requirements* (A) (1) Height — 162 cm.

(2) Weight — 50 kg.

(3) Chest — 79 cm. (Without Expansion) and 84 cm. (On Expansion)

(4) Sight — If wearing glasses, the glass should not have excess number.

(B) In case of tribal candidates, there will relaxation of 5 c.m. in height and 2 c.m. in chest.

4. *Benefits.*—Benefits for Security Guards shall be as follows :—

(a) *Uniform* : Two pairs in a year.

(b) *Shoes* : One pair of leather shoes in a year.

(c) *Rainy and Winter Uniform* : (Once in two years) Raincoat, Trousers and Cap, Woollen Coat and Pant.

5. *Wages and other statutory Benefits.*—Exempted Security Guard shall open his account in a Nationalised Bank and agency shall give crossed cheque to each Security Guard equivalent to his earned wages by 7th of every month. Statement showing details of wages paid in Form “C” shall be submitted to the Security Guards Board by 10th of every month.

The Agency shall give the following benefits to the Security Guards :—

Ex-Gratia : 10% of wages

Gratuity : 4% of wages

Leave with wages : 6% of wages

Paid Holidays : 1% of wages.

Contribution to be deposited with the Competent Authorities in respect of various statues such as Provident Fund, E.S.I. etc. applicable to the Principal Employer, shall be deposited by the Agency with such authority and challan thereof be submitted to the Board for information. The Security Guards Agency should give regular receipt to the Guard and submit a consolidated report of the abovesaid transactions to the Government, the Commissioner of Labour and the Security Guards Board every six months. In case of default, the Agency shall be held responsible and shall be liable for cancellation of exemption.

6. *Overtime Allowance.*—Overtime Allowance should not be less than double the rates of wages existing at that time on the analogy of the Security Guards deployed by the Security Guards Board. The ultimate responsibility in this respect lies on the concerned Principal Employer.

It is the responsibility of the Principal Employer to pay wages and provide benefits to the Security Guards. The Principal Employer, in turn, shall ensure that the guards deployed at his establishment are getting wages and benefits not less favourable than those available under the Scheme.

7. *Filling of Returns*—(a) *Quarterly Return.*—Agency to submit quarterly return to the Government, the Commissioner of Labour and Board in the first week of first month of the quarter (January, April, July and October) in respect of employment of Security Guards in Form “A” appended hereto.

(b) *Half Yearly Return.*—(1) Half Yearly Return in Form “B” appended hereto shall be submitted by the Agency in respect of Guards engaged, who have left and newly recruited to the Government, the Commissioner of Labour and Board.

(2) The Security Guard Agency should make regular contribution of employees’ Provident Fund and ESIC of the concerned Security Guards and give regular Receipts to the guard and submit a consolidated report of the above said transaction to the Government, the Commissioner of Labour and the Security Guards Board every six months.

(3) The Security Guard Agency should submit proof of the previous contributions of employees’ Provident Fund and ESIC within a period of three months from the date of publication of this Notification to the Government. Otherwise, the exemption given to the concerned Security Guards will be cancelled.

(c) *Annual Return.*—Every Agency shall submit at Annual Return of Income Tax, P.F., E.S.I. duly certified by Chartered Accountant, in Form-D on or before 30th of June of every year to the Government and the Board, along with copies of challans and other details.

8. *Enrollment of the Agency with the Board.*—The Agency should get itself enroll with the Board according to the provisions of Clause 13(2) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002, as an employer agency and shall register exempted Security Guards under Clause 14(3) of the Scheme applying in the Form devised by the Board by paying prescribed registration fee within a period of one month from the date of issuance of this Notification.

9. *Registration of Principal Employer of Employer Agency.*—The Principal Employer who is engaging exempted Security Guards of the agency shall get register with the Board as provided under Clause 13(1)(a) of the Scheme within 15 days from date of exempted Notification, applying in the Form devised by the Board by paying prescribed registration fee.

10. *Enrollment fees.*—While getting itself registered with the Board, the Agency should pay Registration Fee to the Board as per clause 17 of Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 within stipulated time.

11. *Registered Office.*—Every Agency shall have registered office which shall be notified to the Government, Commissioner of Labour and the Board. In case of change in address or change in name, the same shall be informed to the Government and to the Board along with documentary proof thereof within a period of 15 days from such change, so as to Government can issue Notification in respect thereof. Board shall take note of such changes after issuance of the Notification.

12. *Allotment of Guards.*—The Agency shall not allot their Security Guards to such Principal Employers who are registered with the Board. If agency deploys its Security Guards to such Principal Employer in that case exemption will be cancelled.

13. *Issue of Identity Cards/Attendance Card.*—Every Agency shall issue identity card, attendance card to Security Guards and Officers engaged and deployed by them.

14. *Payment of Legal Dues.*—Whenever a Security Guard leaves his job, it is obligatory on the part of the agency to pay all the legal dues to him and copy of the records thereof shall be submitted to the Board including gratuity and other legal dues.

15. *Employment with one principal Employer at a time.*—Every Agency shall also ensure that its Security Guards shall not work for more than one Principal Employer at a time.

16. If any Security Guard is asked to work beyond the radius of 50 kms. from his place of residence, the Employer Agency shall pay an allowance @ 20% of total emoluments of such Security Guard.

17. The Agency and Principal Employer is liable to abide with any other terms and conditions, which may be imposed in favour of Security Guard by the Government of Maharashtra or Board in future.

18. The exempted Security Guard Agency should pay levy @ 3% to the Board per month on wages paid to the Security Guards on or before 10th of every month. The agency should start paying such levy within the period of 1 month from the date of exemption Notification. The employer agency who persistently makes default in remitting the amount of 3% levy within the time limit specified as above, shall further pay by way of penalty, surcharge @ 10% of the amount to be remitted.

19. In case, the Principal Employer discontinues the exempted Security Guards due to expiry of agreement or due to any reason, in that case, the agency shall submit the details of such Principal Employers and the Security Guards to the Board within 7 days from such discontinuation. In such case the registration of the said Principal Employer shall stand cancelled. The agency shall also submit the details of Security Guards who have left the services due to any reason alongwith details of the Principal Employers to the Board and concerned Police Station within 7 (Seven) days. On receipt of the above details Board will cancel the registration of such exempted guards.

20. From the amount of the payment made by the Principal Employer to the Security Agency, the Security Guards will be paid at least an amount which has been fixed by the Board towards the wages and all the statutory benefits towards Provident Fund, E.S.I.C., Payment of Bonus, leave with wages, leave on national holidays etc. or the same shall be the amount equivalent to 56% of the gross payment made by the Principal Employer to the Security Agency, whichever is higher.

21. The Principal Employer will pay to the agency on a prorata basis for the reliever who would be relieving the Security Guard in case of his weekly off or the amount paid to the reliever shall be 10% of the basic wages, or whichever is higher.

22. The amounts of levy to be deposited to the Security Guards Board, the cost of training of the Security Guards, the cost of supervision, administration of profits of the agency the total cost of which will not exceed more than 30% of the total amount paid by the Principal Employer to the agency.

23. The Service Tax will be levied on the total mandatory cost mentioned herein above at the rate which is in force at any given point of time.

24. In addition to this uniform will be provided to the Security Guards. For this purpose an amount of 4% per annum should be delineate.

25. Wages of the Security Guards will be paid not later than 7th of every next month.

Breach of any of above conditions by the employer agency shall make employer agency liable for cancellation or revocation of the exemption granted under this notification.

It shall be the responsibility of the Principal Employer to see that the terms, conditions and rules are followed scrupulously and in case the agency fails to grant the benefits to the exempted Security Guards as per the conditions of Notification the Principal Employer will be held responsible to pay the same to the exempted Security Guards.

FORM 'A'

**Quarterly Return to be filed by the Agency**

Quarterly Return for the months

Date :

(January-March

April-June

July-September

October-December) :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial Number	Number and Address of the Principal Employer	Location of Security Guards deployed	Name and Category of the Guards
(1)	(2)	(3)	(4)

Authorised Signatory,

(Name and Designation).

FORM 'B'

**Half Yearly Return to be submitted by Security Guards Agency**

Period of Return : January to June/

Date :

July to December

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Name and Address of Principal Employer	Total No. of Security Guards engaged Categorywise	No. of Security Guards who have left the Security Guards Agency Categorywise	Number of Security Guards Newly Recruited Categorywise
(1)	(2)	(3)	(4)	(5)

Authorised Signatory,

(Name and Designation).

## FORM 'C'

**Statement to be submitted to the Security Guards Board regarding disbursement of wages.**

Disbursement of wages for the month of :

Name and Address of the Principal Employer :

Name of the Bank (Branch and Address) :

Serial No.	Name of the Security Guard	No. and Date of the Cheque	Amount
(1)	(2)	(3)	(4)

Authorised Signatory,

(Name and Designation).

## FORM 'D'

**Annual Return to be submitted by Security Guards Agency**

Period of Annual Return :

Date :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Months (April to March)	Total No. of Security Guard engaged	Total Wages Paid to the Security Guard	The Wages on which the P.F. Contribution is deducted	3% Levy Submitted to Board
(1)	(2)	(3)	(4)	(5)	(6)

Authorised Signatory,

(Name and Designation).

By order and in the name of the Governor of Maharashtra,

N. D. THORVE,

Section Officer.